

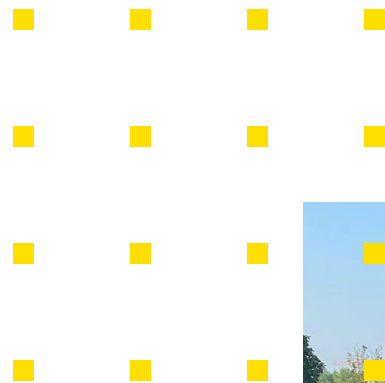
2024 SAVILLS UK

Sustainability Report

savills



Contents



Foreword

Amid global regulatory changes and continuing environmental crises, sustainability remains at the forefront of the real estate industry, with an increasing urgency. Whilst we are committed to the same nine Sustainable Development Goals most material to Savills, 2024 was the first year of delivering our refreshed UK Sustainability Strategy. We are pleased to share our progress against our new targets in the areas of Climate, Culture and Community throughout this report.



James Sparrow
CEO Savills UK & EMEA

Savills plc continues to work towards net zero carbon for all three emission scopes by 2040. Savills plc also aims to meet Science Based Targets Initiative (SBTi) approved near-term targets by 2030. Savills UK will continue to work towards operational net zero carbon by 2030 in accordance with World Green Building Council guidance.

Savills UK recognises the challenge ahead and we are proud to share that our 2024 scope 1 and 2 emissions reduced 17% and scope 3 emissions reduced 11% compared with 2023.

At Savills, we help people thrive through places and spaces and have over 100 sustainability experts within our business. As well as addressing our own approach to sustainability, we collaborate with our clients to create and execute innovative sustainability strategies that respond to the rapidly changing landscape of opportunities and challenges.



Introduction

In 2024 we launched a new Savills (UK) Ltd Sustainability Strategy, centred around nine of the Sustainable Development Goals (SDGs) identified as most material to our business. The SDGs are an urgent call to action and act as an internationally recognised blueprint for addressing the world’s most pressing social, economic and environmental challenges. Aligning with the goals demonstrates our commitment to minimise our environmental impact, maximise opportunities to add social value and actively foster inclusion. Our refreshed strategy furthers our commitment to helping people thrive through places and spaces, with sustainability at the forefront. Our new SMART targets are listed in the Appendix and achievements to date are addressed throughout this report.

Our sustainability ambitions can be summarised as:

Climate:

We work to minimise our impact and are committed to reducing our carbon emissions to net zero by 2040. From decarbonisation pathways to sustainable design consultancy, we strive for a sustainable transition.



Culture:

A company is nothing without a strong culture. We actively foster an inclusive workspace, aiming to attract diverse talent, develop and support our people, and always lead by example.



Community:

People are at the heart of our business. We look to create lasting, positive social impact on the communities where we do business, through engagement, charitable giving and volunteering initiatives.



The Savills UK Sustainability Strategy is integral to the way we do business, enacted and delivered across all of our employees, it is a key component of our on-boarding process and corporate induction.

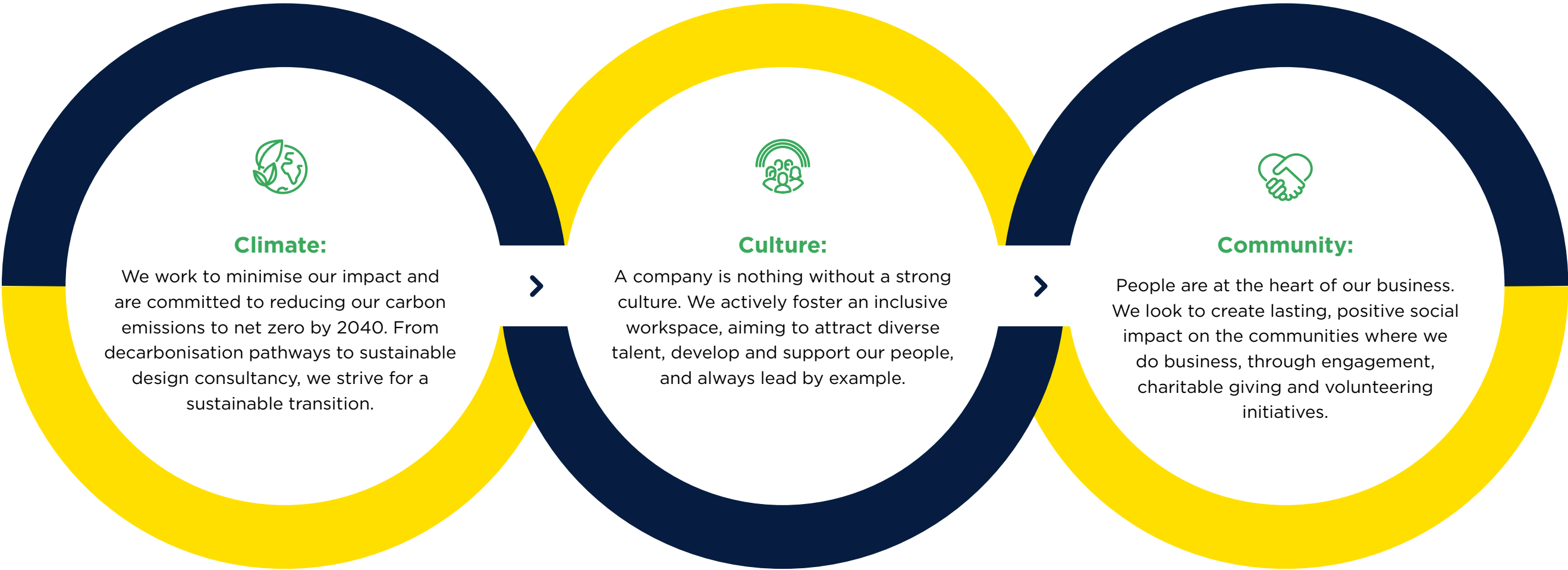
It is supported by over 150 Sustainability Enablers who are responsible for sharing sustainability messaging across our office portfolio and 18 divisions. Each of our divisions also have sustainability leads, responsible for driving and reporting on a series of sustainability objectives across Climate, Culture and Community.

Sustainability is embedded with key governance processes, such as the Risk and the Taskforce for Climate related Financial Disclosure (TCFD) committees, through which we communicate key outcomes to the business. Together with divisional specific groups such as the Residential and Lettings ESG Committee, Property Operations and IT projects groups, who identify and embed improvements. Progress against the strategy is the responsibility of the UK Executive Committee and regular oversight is provided by a quarterly Sustainability Committee. Further governance is undertaken through the Savills Group ESG Committee on a global scale, supporting collaboration across the Savills Group.

In 2024 Savills UK achieved a 17% reduction in our scope 1 and 2 emissions and an 11% reduction in scope 3 emissions compared with 2023, demonstrating our commitment to decarbonising our operations and business activity. Our approach to diversity and inclusion continues to be recognised for excellence and we gave over 13,800 hours to social value activities in 2024. We are pleased to present our progress and achievements in detail, throughout this report.



Whether it's through the way advise clients or the influence we have directly, we always seek to add value while working to minimise our impact on the environment and engage positively without local communities.



Sustainability **highlights**

	Reduced our scope 1 and 2 emissions by 59% compared with our 2019 baseline year and 17% year on year.		Advised our clients on net zero pathways for 38 single asset and 9 multi-asset projects.		92% of our UK office portfolio is certified to ISO 14001.
	Launched our Proud Voices campaign.		Board diversity increased to 43% female.		22% of those hired for apprenticeships are from a global majority background.
	Donated over 13,800 hours to social value activities.		Supported 37 clients on 48 social value projects.		Our 'Prison to Property' initiative resulted in 12 ex-offenders gaining permanent employment either at Savills or with one of our service partners.

Climate

Reducing our carbon emissions to zero by 2040 and working with our clients to introduce innovative climate solutions.



Affordable, clean energy and climate action

At Savills UK, we’re working to reduce our carbon emissions to net zero by 2040 as part of our group commitment. Across Savills plc, we have committed to achieving net zero for our operations (scopes 1 and 2 greenhouse gas (GHG) emissions) in 2030 and our value chain (scope 3 GHG emissions) by 2040.

Separately from our net zero commitment, Savills plc has set near-term decarbonisation targets which have been approved by the Science Based Targets Initiative (SBTi) as follows:



To reduce absolute scope 1 and 2 GHG emissions by 72% by 2030 from a 2019 base year.



To reduce scope 3 GHG emissions from purchased goods and services by 51.6% per million GBP of value added by 2030 from a 2022 base year.

Additionally, at Savills UK we’re working towards operational net zero carbon by 2030 in accordance with the World Green Building Council’s Net Zero Carbon Buildings Commitment. This commits us to eliminating GHG emissions for scopes 1 and 2, which are used to heat, light and power our offices and fuel our company-owned or leased fleet.

In 2024, our UK scope 1 and 2 GHG emissions totalled 572 tCO₂e which is a 17% reduction year on year and a 59% reduction compared with 2019, demonstrating we are on track with our decarbonisation journey. Our scope 1 and 2 GHG emissions are verified by an independent third party.

In accordance with Savills plc [net zero transition plan](#), we are prioritising energy saving and efficiency in the first instance. We have now transitioned 2,500 desks from dual monitor set up to single, curved screens with plug-in laptops, monitor upgrades reducing the energy consumption at each desk by 46%. We are following a programme to complete all feasible upgrades by autumn 2025.

Our window display lighting is operated by automatic timer and in 2024, we completed a wider sustainability review of our displays, resulting in more efficient screens selected for install, commencing in 2025. The cabinets in our IT back-up data centre have been reduced from five to three and new offices are now setup as Wi-Fi only as standard, which substantially reduces the cabling required. To better understand the HVAC, lighting provisions and energy demands of our operations, we also commissioned 50 decarbonisation surveys on our office portfolio – the results of which are being progressed on an office basis. We continue to install AMR meters in our offices, with expected completion in 2025.

Other measures include the procurement of green electricity tariffs where available. Our directly procured electricity tariffs continue to be entirely supplied by green or REGO-backed energy. A small number of our landlord-procured electricity supplies remain in non-renewable contracts, meaning that our transition to 100% green energy is ongoing. In 2024, 88% of our electricity was supplied by green or REGO-backed renewable electricity tariffs. We are working collaboratively with our landlords to transition our remaining supplies by the end of 2026.





Within our operational emissions, our company vehicles are also targeted to be fully electric by the end of 2027, with our current Electric Vehicle (EV) at 37%. Whilst our UK fleet is minimal compared to our building-related emissions, we expect that all company owned or leased vehicles will be electric.

Our priority to date has been decarbonising, with offsetting or carbon credits considered a last resort as we near our respective targets.

We embrace the challenge of understanding and reducing our scope 3 GHG emissions to zero by 2040. Our 2024 scope 3 GHG emissions totalled 28,931 tCO₂e, an 11% reduction compared with 2023 and a 3% reduction compared with our baseline year, 2022.

We have set an initial target to address the GHG emissions associated with our purchased goods and services. This goal can only be achieved by collaborating with service partners to identify a clear, shared set of values and sustainability standards, which we have outlined within Savills plc [Responsible Supplier Charter](#). In 2024, we also engaged with a third-party supply chain partner to gather emissions data from our key suppliers.

Business travel and employee commutes are other significant sources of our scope 3 GHG emissions. In accordance with the sustainable travel hierarchy, our Business Travel Policy prioritises walking, public transport and car sharing over the use of flights. This is communicated to our divisions through their annual sustainability objectives. We also offer an EV salary sacrifice scheme and cycle to work scheme to our employees to encourage low carbon commutes. The new EV scheme, which launched in 2024, offers our employees free charging point installation as an additional incentive.



Greening our offices

Alongside UK-wide IT infrastructure updates, we are embedding sustainability and energy efficiency within our office refurbishments and fit outs. During a recent refurbishment of our Guildford office, loft insulation and draught proofing was installed and old doors were repaired to minimise heat loss. The pre-existing, single-glazed shop front was replaced with a high performance, double-glazed shop front and we installed secondary glazing to the historic windows. All prior lighting was also replaced with LED, operated on PIR sensors, and all desks are now single, curved screens.



Climate action and life on land

In addition to managing our own emissions, we work collaboratively with our clients to deliver the very best sustainability advisory services within the property industry. In 2024, we advised on net zero pathways for 38 single-asset and nine multi-asset projects, covering 1,410 buildings in total.

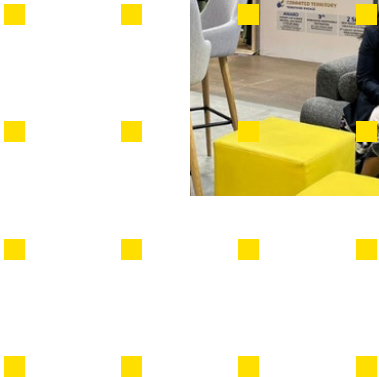
To help our clients manage and reduce carbon emissions from buildings, we launched Carbon Pioneer – a rapid analysis tool that streamlines energy performance estimates, simplifies net zero carbon audits and allows exploration of decarbonisation interventions. A Carbon Risk Real Estate Monitor (CRREM) decarbonisation pathway is included within the tool which means the net zero potential of an asset can be determined in just a few days instead of weeks. Carbon Pioneer also provides an EPC rating estimation trajectory in line with the Minimum Energy Efficiency Standards (MEES).

To further support our clients in their net zero transition plans, we provide renewable energy advisory focused on increasing renewable energy capacity and facilitating access to the grid. During 2024’ we advised on three energy projects, Kilkenny, Five Estuaries and Rampion.

The combined energy generation of these projects is more than 1,300 MW, which is equivalent to powering over 520,000 homes.

Reflecting the fact that water scarcity and water pollution are growing areas of concern in the property sector, we launched a new service line specialising in water efficiency advisory and asset-level water strategies. We also further developed our climate risk and resilience service lines, delivering 31 asset-level climate risk assessments for a range of asset classes. In collaboration with Savills France, we have been instructed to deliver a portfolio-level physical climate risk assessment for 189 assets located across eight countries in Europe.

Reflecting the breadth of issues engaged by the sustainability agenda, we embrace opportunities to collaborate with the wider property industry to drive change and shape policy. Savills is contributing expertise to one of five UK research projects – forming part of the Land Use for Net Zero, Nature and People (LUNZ) programme. The project will engage stakeholders across policy and practice to foster net zero compliance and support sustainable agricultural transformation.



Responsible consumption and production



Our Environmental Management System (EMS) provides an overarching framework to manage and reduce environmental risks and achieve continual improvement within our operations. We continue to roll this out, with 92% (112) of our UK offices now fully certified to ISO14001 – alongside 10 of our 18 divisions, which is an increase of five offices and two divisions compared to 2023.

To maintain the certification, staff within each office and division are expected to attend training and demonstrate knowledge regarding environmental governance, regulatory requirements and establish a continuous improvement plan. Efforts to minimise printing progressed in 2024 with the continued roll out measures such as digital business cards, use of iPads at viewings instead of brochures and digital real estate software that reduces the need to print. In 2024, we printed 8% less than in 2023. Water and waste are key components of our sustainability reporting and we continue to work on data completeness before benchmarking. We expect to set new waste targets for our office operations and fit outs by the end of 2025.

Reflecting on the importance of circular economy principles, we launched a furniture and IT sustainability log to encourage and manage reuse of furniture and IT across our office portfolio when fitting out or relocating an office. During our Beaconsfield relocation, detailed surveys were undertaken to review the existing heating, cooling and ventilation equipment before careful removal and storage during the fit out. The equipment was reinstated to suit the new configuration, to the extent that only a single drainage pump was purchased and the design was aligned to our commitment to install full LED lighting.

Our network of Sustainability Enablers are key representatives located across our offices, who are empowered to embed the sustainability strategy, cascade messages and support improvements. They are a group of colleagues who are passionate about sustainability and, alongside the Head of Office, are a key point of communication between the central Sustainability team and each office. In 2024, there were over 150 Enablers across 122 offices. Our Enablers communicate via an online hub and meet in small regional groups to offer ideas and feedback to the central team, share best practice and learn from one another's challenges. Upon joining, Enablers are invited to an on-boarding training session which summarises the strategy, their role and how to identify sustainability opportunities. During the year, they also attend ad-hoc training sessions facilitated or run by the central Sustainability team. For example, in 2024, they attended an 'Easy Wins' webinar which showcased practical sustainability changes and highlighted the achievements of our Glasgow office. The Glasgow Enablers shared tips on how they had organised a long-term charitable partnership and encouraged energy-savings through the use of screen signs to encourage colleagues to fully shut down IT at the end of the day.



The session also highlighted a range of social enterprises and sustainable suppliers that have been used, or are currently in use, within offices and could be replicated more broadly – such as coffee, toilet roll and sustainable sanitary products.

Each year, we raise awareness through World Environment Day – and in 2024, the Enablers network led an office competition which aimed to raise the profile of the ‘3 Cs’ that form our sustainability strategy. Each office selected either climate, culture or community to promote. Activities included green travel competitions, sustainability themed lunch and learns, litter picking, distribution of seeds to plant at home and volunteering at an allotment. The winner of the culture category, our Church Road office, was awarded sweet treats from a bakery that offers women who have experienced hardships such as homelessness or domestic abuse an opportunity to rebuild their lives. Our Nottingham office won the community category as they joined forces with an artisan chocolate maker to gift staff and clients award-winning vegan chocolate bars. The chocolate was sourced from farmers who are paid 200% more than fair trade prices whilst also supporting Nottingham University’s female empowerment campaign.

To recognise the incredible efforts of our sustainability Enablers network, we appointed our first ever Sustainability Enabler of the Year – to the Wimborne office. The winners implemented their own sustainability network, an office sustainability induction for new starters and created a car-sharing database to encourage carpooling.





Culture

Helping our people to thrive by recruiting and developing diverse talent and leading by example with an entrepreneurial and inclusive culture.

Equality, diversity and inclusion



British Diversity Awards

HEAD OF DIVERSITY & INCLUSION, CHANELLE GRAY NAMED **HEAD OF DIVERSITY & INCLUSION OF THE YEAR AT THE 2024 BRITISH DIVERSITY AWARDS**



Placed 22nd

IN THE SOCIAL MOBILITY EMPLOYER INDEX, **MOVING UP 15 PLACES FROM 2023**



2nd place

IN THE 2025-2026 RATE MY PLACEMENT RANKING

Our diversity and inclusion vision is owned by everyone, woven into policies, processes, training, recruitment principles and divisional strategies. We empower our people to continually nurture and uphold an environment where employees and clients alike can be their true, whole selves. **We operate nine employee networks that sit within our six affinity groups:**

age	disability	ethnicity
gender	LGBTQ+	social mobility



Our inclusive allies training aims to enable and empower everybody to feel comfortable to create the inclusive culture that we pride ourselves on at Savills. The training equips colleagues with the tools to listen, challenge and create a safe space at work, where everyone feels they belong. In 2024, we trained a further 80 people, bringing the number of inclusive allies in the business up to 365. We continue to mandate diversity and inclusion as an integral part of the promotion criteria and the UK Board engage in mutual mentoring. This supports the UK Board's understanding of different lived experiences, improving their leadership while offering career mentorship support to our employee resource group members.



Reflecting on our commitment to ensure all perspectives are heard, we launched our Proud Voices campaign to coincide with Pride. The externally-facing series aimed to celebrate the accomplishments of our employees, their personal experiences and how this has shaped their careers in real estate. We launched videos covering each of our affinity groups, with the Pride Proud Voices video reaching 50,000 views on social media and featuring in Property Week. Our LGBTQ+ group sponsored the Planning Out networking event which brought together 60 LGBTQ+ planning professionals and allies within the Houses of Parliament – and we organised the first collaborative D&I panel at MIPIM, which saw us partner with our competitors to advocate for further progress.



Deaf Awareness Week is an opportunity to celebrate deaf identity, so we hosted a dynamic lunch and learn session, delivered by a deaf trainer with over 20 years of experience delivering deaf awareness training. The aim of the interactive session was to provide colleagues with the tools to work effectively with deaf colleagues, including practicing lip reading and showcasing tips to effectively communicate in the workplace. We also launched an internal blog post featuring a profoundly deaf colleague sharing his experience of accessibility and using British Sign Language in the workplace.

Although the property industry has historically been hidden from those from global majority backgrounds, we are a proud founding member of Changing the Face of Property – and are working to achieve a workforce that reflects the latest UK census. We aim to make our roles visible and accessible to all applicants, sharing vacancies on a wide range of professional job boards as well as through industry platforms that support diversity and via the job centre. Our level 2 Disability Confident Employer status is displayed on all job advertisements and we continue to work towards level 3. We relaunched our D&I presence online and have worked hard to promote our benefits and culture. As a result, the number of global majority colleagues has risen from 9% in 2022 to 12%, with 63% of all job applicants being from a global majority in 2024.



As well as attracting diverse talent, we work to develop our existing talent from global majority backgrounds. For three consecutive years, we have sponsored spaces on the ‘We Rise In’ leadership programme, a movement that celebrates and champions the best Black talent in the corporate world.

Black History Month is an annual celebration of the history, achievements and contributions of Black people in the UK. In partnership with British Land and Landsec, we hosted a Black History Month event attended by over 100 guests including clients and staff. The event included spoken word, music, food and conversation to provide a unique opportunity for clients and colleagues to celebrate the rich cultural diversity of the Black community.



We also hosted over 100 students from ethnically diverse backgrounds for a graduate networking event. The event aimed to demystify the apprenticeship and graduate recruitment process and provided a unique networking opportunity with three colleagues who shared their career journeys. Meanwhile, our Birmingham office recognised Black History Month with a keynote event facilitated by Dr Tru Powell – which explored the theme of ‘reclaiming narratives’ through personal branding, celebrating Black business, upholding values, allyship and recognising excellence. Over 80 people attended online and 55 colleagues attended in person, whilst networking over Caribbean food.



Savills is committed to understanding, measuring, and reducing our gender and ethnicity pay gap which we address explicitly in our annual pay gap report. The mean and median hourly gender pay gaps for Savills UK Business have increased marginally, from 20.11% in 2023 to 21.18% and 17.59% to 17.82% respectively in 2024. However, we have made significant progress since 2017 when we first began gender pay gap reporting, when the gaps were respectively 39% and 37%. There has been an improvement in our ethnicity mean hourly pay gap, falling from 19.88% in 2023 to 19.85% in 2024. Our mean ethnicity bonus pay gap of 57.46% is down from 58.23% in 2023, the lowest it has been since first reporting this figure in 2021.

Any pay gap reflects the difference between the average earnings of colleagues within comparison groups, rather than reflecting an equal pay issue. We are committed to achieving gender parity, 54% of our people, 25% of our directors and 43% of the UK Board are women. We continue to prioritise our D&I work with our Head of D&I winning Head of D&I of the Year at the British Diversity Awards in 2024. We are confident our strategic initiatives have provided a firm foundation for us to achieve our goals.



We continue to nurture our relationship with The Circle Academy programme. Initiated by a Savills alumnus, it aims to address the gender diversity gap at senior leadership level within the real estate industry. In 2024, we sponsored 10 female colleagues to attend the programme to develop our mid-senior level talent. We also offered a mixture of targeted support for high potential colleagues and drop in calls for women at associate director level, which sought to equip and inspire our female colleagues to apply for promotion.



Decent work and economic growth

Alongside our subsidiaries, at Savills UK we are a recognised service provider with the Living Wage Foundation – meaning that all colleagues are paid at least the real living wage.

We are committed to the highest standards of integrity and have a strict zero-tolerance approach to any form of bribery, corruption, financial crime, modern slavery, harassment, bullying and discrimination. As part of our mandatory on-boarding training, all new starters are required to complete training on these issues and the procedures in place and existing employees are regularly reminded about these policies. Our IT department is certified to ISO27001 and provides regular IT security awareness training. We are compliant with the requirements of the Cyber Essentials scheme, ensuring our confidentiality, integrity and data is protected.

Our comprehensive people strategy is designed to foster a culture of inclusivity, feedback, collaboration and recognition. We are absolutely committed to developing the capabilities of individuals, teams and divisions and supporting our people to reach their full potential. All colleagues attend a mandatory annual appraisal which provides a forum to reflect on performance, identify bespoke training plans, set tailored objectives, request a mentor and to feedback on preferred working styles. Our interim appraisals provide a chance to track progress against agreed targets and reassess training need. The annual promotion process involves an assessment and interview suitable for each grade, which has been standardised across our UK business. All colleagues have access to mentoring, a suite of promotion e-learning modules, a written guide to promotion and the assessment criteria to support them through this process.

In 2024, we offered 196 virtual or classroom-based courses – in addition to 865 eLearning modules covering topics including personal effectiveness, leadership, our new global purpose and values as well as professional qualifications across IT literacy and artificial intelligence. Line managers also have access to a range of training modules to support with people management – including neurodiversity awareness, supporting people development and motivating your team. Our people completed equivalent to 8.5 hours per person of training in 2024. Everyone at Savills has a role to play to ensure we achieve our UK sustainability commitments. All new starters attend a sustainability induction which outlines our sustainability strategy including our net zero commitments, and sets out the responsibility every employee has to deliver these targets. This is complemented by bespoke sustainability training sessions delivered on a divisional, office or regional basis when required.



All colleagues are invited to participate in an annual employee survey facilitated by an independent external consultant. The survey offers an opportunity to feedback on the company, our culture and values and our approach to inclusion amongst other topics. Our Chief Executive Officer and Managing Director also hold calls with each division twice per year, providing colleagues with an update on business activity as well as the opportunity to feedback or ask questions directly. Townhalls are also held on an office and regional basis throughout the year and our Chief Executive Officer and Managing Director attend as many of these as possible. For anything more sensitive, SafeCall, our confidential whistleblowing hotline, provides an anonymous route for our employees to raise any concerns.



Good health and wellbeing

At Savills, we wish to foster an open, healthy and balanced working environment for everyone.

Our Global Occupier Services, Development Services, Rural & Projects and Building Project Consultancy teams are certified to health and safety standard ISO45001 – which includes 50 multidisciplinary offices – and we offer 27 health and safety courses.

We offer our colleagues a plethora of e-learning modules to understand and navigate mental health in the workplace, including content on mental agility and mental health red flags. We also offer our managers additional mental health training, delivered by a third party to reiterate their role in leading people through mental illness in the workplace.

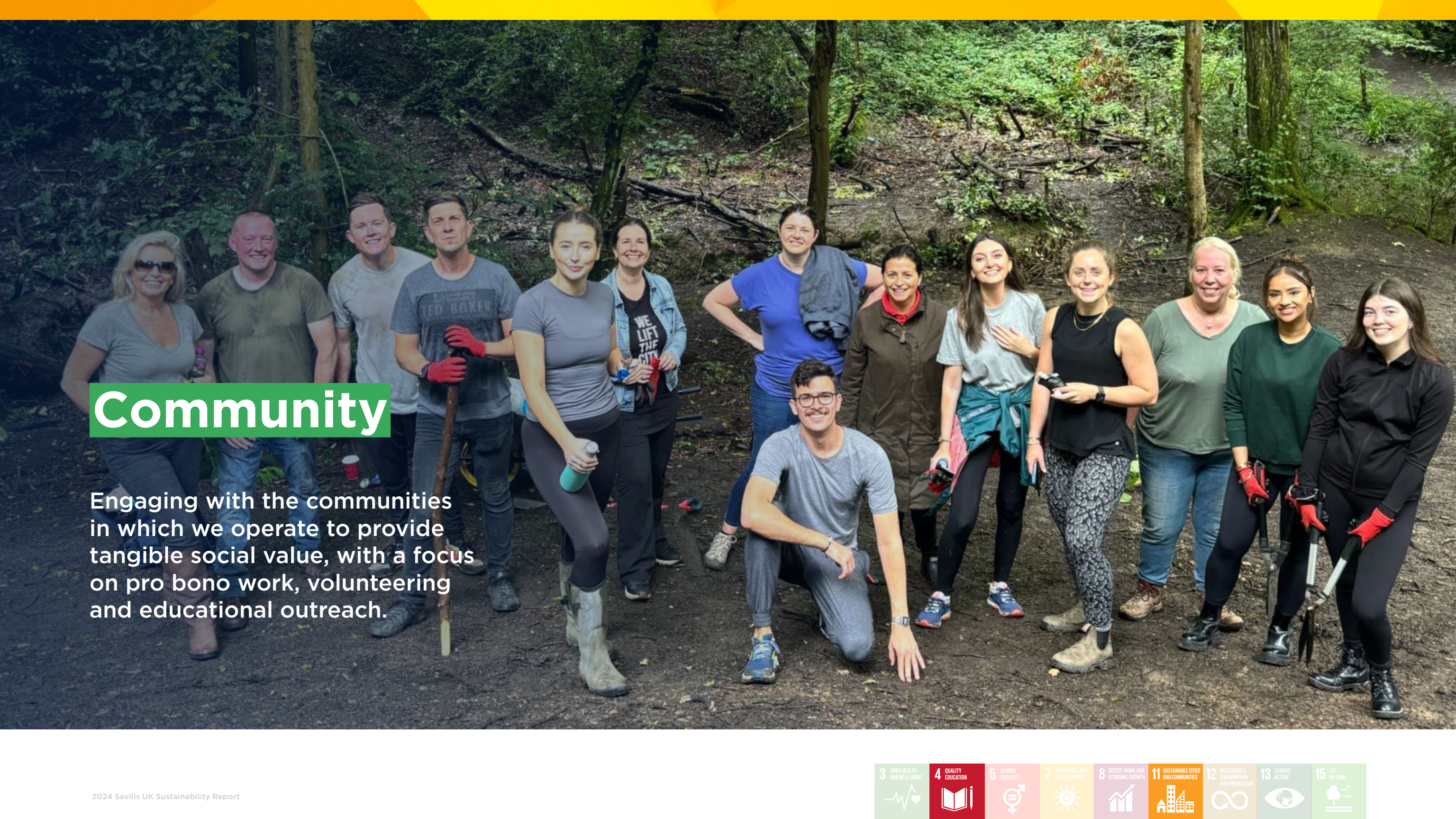
Our employee assistance programme is accessible from the first day of employment, regardless of role and contract type, and has been rated ‘excellent’ by our employees. We have been proud signatories of the ‘Time to Change’ pledge since 2017. The aim of the pledge is to ensure everyone is comfortable discussing mental health at work and to challenge any stigma. To embed our pledge, we have trained a number of mental health champions – including a further 39 champions in 2024, taking the total number of mental

health champions to 333. Our wellbeing hub provides links to nutrition, fitness and health consultants, a mental health app, and a health and wellbeing webinar series administered by a third party. We added a designated grief and bereavement space to our intranet and acknowledged National Grief Awareness Week with a webinar focused on navigating grief and loss.

To coincide with World Mental Health Day, our Rural and Projects division supported mental health throughout October with various ‘Miles for Our Minds’ activities, an initiative they have launched to focus on wellbeing. The annual initiative encourages colleagues to step away from their busy work day and prioritise their mental health. This year’s events spanned 26 offices and 300 colleagues participated.

Across the wider business we held ‘Tea and Talks’ to provide a relaxed setting for people to be open to talking and listening about mental health, we facilitated yoga sessions and the Eastern Region and Home Counties held regional walks. We also signposted our people to webinars hosted by MyndUp and LionHeart.





Community

Engaging with the communities in which we operate to provide tangible social value, with a focus on pro bono work, volunteering and educational outreach.

Quality education

We are committed to developing existing talent in alignment with our organisational goals and broadening our outreach to attract a diverse pool of candidates.

We offer a range of future talent programmes including apprenticeship and graduate programmes, a summer scheme, insights programme, as well as work shadowing and work experience opportunities.

Our award-winning apprenticeship programme provides an additional route into the property industry, equipping future talent with the training, support and experience required to create a fulfilling career in real estate. In 2024, we saw applications increase 95% year on year and we are proud of our partnerships with third parties such as 10,000 Black interns and Gen Z Club to attract a diverse pool of candidates. To promote our partnership, we have a designated Savills section on the Gen Z Club website – and host exclusive careers and insights events with the aim of recruiting diverse talent from the Gen Z Club community. In 2024, we supported 239 apprentices including 101 graduates and 20 upskills. Of those hired specifically for an apprenticeship role, 22% were from a global majority background and 44% were female.

Our annual Apprenticeship Awards coincided with National Apprenticeship Week and was attended by our apprentices, their managers and other employees – including members of the UK Board. Awards were given to celebrate the achievements and efforts in categories such as ‘Making an Impact’, ‘Outstanding Achievement’ and ‘Customer Services’, amongst others. For our wider business, we recognised National Apprenticeship Week with an internal campaign to showcase the experiences of our apprentices past and present, to understand how their apprenticeship has helped shape their career to date.

We have been recognised in the inaugural ‘Social Mobility List 2024’, compiled by charity Making The Leap. Our Head of Talent Acquisition and Co-Chair of the Social Mobility Group was included as one of six social mobility champions, recognised for her commitment to advancing social mobility during her career. The award recognised her involvement in the trailblazer group for the design and implementation of both the surveying and apprenticeship standard, which has created access to real estate for hundreds of students with financial barriers to education.





Annually, we welcome sandwich placement students and facilitate a summer scheme, an insight programme and work shadowing opportunities. Our 2024 graduate and sandwich placement intake was 50% female and included 145 students and graduates from 49 universities based across 30 offices. We also retained second place in the 2025-2026 RateMyPlacement ‘Best 100 Student Employers’, a ranking that is rated by the students themselves. For the 18th consecutive year, we have also been recognised by The Times as Graduate Employer of Choice for Property, a position we have held since the categories inception in 2007.



We are a proud signatory of the Armed Forces Covenant, a promise by employers to ensure that those who serve or have served in the armed forces and their families are treated fairly. This is embedded into our recruitment and colleague offer, ensuring there is appropriate opportunity and support for service leavers, reservists and their families within our process and benefits. To engage with Armed Forces personnel, we attended five Ministry of Defence careers events across the UK, hosted our own virtual careers fair for service leavers. We also provided the City of London’s logistic hub with one of our managed buildings as part of the Royal British Legion’s Poppy Appeal.

We are partnered with the Army’s professional engineering wing and have together collaborated to create an engineer secondment programme which aims to highlight the opportunities across real estate for military engineers. Our 2024 six-week placement for royal engineers resulted in three individuals now working for or in partnership with Savills. We also offer support for other service leavers and veterans.

Our Property Management division launched a ‘Prison to Property’ initiative, which involves our colleagues routinely attending HMP Mount in Hertfordshire and HMP Portland in Dorset to engage ex-offenders in careers in property. During the visits, we present an ‘Introduction to the Built Environment’ course which focuses on practical engineering skills and qualifications. As a result of the course, 12 ex-offenders have found work either with, or in partnership with, Savills. The course has also been recognised by the government and is actively being supported by the Ministry of Justice.

“Having a business like Savills give me an opportunity to turn my life around has literally changed my life. Having people like Andy and Tim come to see us in prison left me with the feeling people do actually care about us and from that day on I was determined not to let them down, meeting Savills by chance has truly been life changing.”



Sustainable cities and communities



£500,000+

OF FACILITATED FUNDRAISING



13,800+ hours

DONATED TO CAUSES THAT CREATE SOCIAL VALUE



£345,000+

CORPORATE DONATIONS



3000+ students

ENGAGED



Top LandAid

PRO BONO CONTRIBUTOR



12 ex-offenders

IN PERMANENT EMPLOYMENT AS A RESULT OF OUR 'PRISON TO PROPERTY' INITIATIVE



We strive to make a lasting positive impact on local communities by partnering with strategic charities and supporting causes that address local needs near our offices and managed sites. In 2024, we dedicated 13,868 hours to charities, community groups, pro bono work and educational outreach.

We are proud to report that we raised over £500,000 through fundraising efforts and made corporate donations totalling £345,000. These donations were directed to UK wide sustainability and diversity and inclusion charities, as well as local causes identified by our offices and divisions.

To further support our employees' personal charitable efforts, we offer charity matching for fundraising efforts and facilitate payroll giving. Each Christmas, we also hold an annual regional charity vote, giving our employees an additional opportunity to decide how we allocate our corporate donations. In 2024, we donated £70,000 to 20 charities selected regionally during our Christmas vote. To coordinate our charitable giving, we launched charity guidance to ensure our offices and divisions support organisations that align with our strategic objectives while maximizing social value.

Our commitment to supporting nature's recovery in local communities was demonstrated through an employee volunteering programme with The Wildlife Trusts, for the second consecutive year. Across London, Birmingham, and Manchester, 146 colleagues participated in activities at local Wildlife Trusts reserves, including weeding, litter picking, shrub clearance, and maintaining canal-side allotments, reedbeds, grasslands, and hedgerows. Supporting The Wildlife Trusts not only helped wildlife but also provided our colleagues with an opportunity to step away from the office, focus on wellbeing and give back to the communities we serve — a sentiment we embrace at Savills.



LANDAID AND SAVILLS: COLLABORATING TO END YOUTH HOMELESSNESS



Throughout 2024 we progressed our long-standing partnership with LandAid – to become a proud impact partner. We once again supported the LandAid SleepOut, whereby colleagues spent a night outside to raise awareness of the harsh realities faced by young people experiencing homelessness whilst raising vital funds for LandAid. 145 colleagues took part across Birmingham, Bristol, Cambridge, Leeds, London and Manchester. We were a top fundraiser for the second consecutive year, raising over £61,000 – which is equivalent to funding bed spaces for 296 young people to sleep for six weeks.

“After taking part in the SleepOut in 2023, in 2024 I volunteered in London to help in the running of what was a really successful night. I am immensely proud of everyone who participated and it’s a great achievement to once again top the fundraising leaderboard and do our bit to help end youth homelessness.”

Richard Rees, Savills UK Managing Director & LandAid Trustee

We also continued our support of the LandAid pro bono brokering programme, which provides free of charge consultancy and advisory services to a range of charities working with disadvantaged young people. Having been involved since its inception, Savills UK was top contributor in 2024 and supported eight charities. We advised on a range of projects from lease negotiations and planning application support to marketing and communication advice.

The Planning North team undertook pro bono work for Micro Rainbow, a charity who support the integration of lesbian, gay, bisexual, trans, queer and intersex (LGBTQI) people who flee persecution and reach the UK in search of safety. Micro Rainbow’s model involves purchasing properties for their service users to live in. Our role was to provide planning consultancy advice in respect of changing an existing residential dwelling to a dwelling in multiple occupation to allow more people to live at the property. We prepared and submitted a change of use application in November and subsequent planning consent was granted in January 2025.

“We are incredibly proud of our partnership with Savills and grateful for the myriad of support they provide to further our mission to end youth homelessness – from their outstanding fundraising efforts at our annual SleepOut event, to championing our pro bono programme. Their support over the past four years has helped us provide life-changing accommodation for young people facing homelessness, creating over 1,000 bed spaces and supporting over 3,000 young people.”

Katie Stephenson, Head of National Partnerships, LandAid





In addition to generating our own social value, our social value consultants within Savills Earth empower our clients to create meaningful social impact that responds explicitly to local need. In 2024, we worked on 48 social value projects to support 37 clients. We launched our ‘four pillars of people’ model, which identifies four types of people that interact with any given space, and provides a framework to create maximum lasting impact for local communities. Reflecting on our key value of collaboration, we also participate in a range of social value industry advisory boards, including Social Value UK, Social Value Leadership Group and GLA High Street for All Advisory Board. Our Director of Social Value also led the UKREiF’s Social Value Summit during the Leeds Conference.

Savills Earth supported Delancey in developing a Social Value Plan as part of a planning application for a complex brownfield site in Islington. The development is set to transform a former industrial site into a purpose-built 200,000 sq. ft. commercial building. We identified key social value priorities and opportunities and assessed the socio-economic benefits of the development during construction and post-completion. We developed a five-year programme of activities and identified potential partner organisations to support efforts in addressing the borough’s most pressing social challenges. By focusing on these issues, we supported the planning process, unlocked long-term value for the local community and supported the social value principles of the client.



“By unlocking the planning process, we were able to create long-term value for the local community, while remaining sensitive to the culture, identity, and unique character of Islington.”

Wesley Ankrah
Director of Social Value



SCOPE 1 AND 2 CORPORATE GHG EMISSIONS, TONNES CO2E	2024	2023	2022	2021	2020	2019	% CHANGE VS 2023	% CHANGE VS 2019
Scope 1 (Direct)	323	254	283	382	454	336	27%	-3%
Scope 2 (Indirect, market-based)	249	434	576	588	847	1,044	-43%	-76%
Total scope 1 & 2	572	688	859	970	1,301	1,380	-17%	-59%
Scope 2 (Indirect, location based)	1,063	1,135	1,380	1,233	1,491	1,880	-6%	-44%
Total energy use, MWh	6,610	6,838	8,494	7,717	8,807	8,966	-3%	-26%
GHG Intensity Ratio – floor area	0.028	0.027	0.035	0.034	0.040	0.048	4%	-42%
Data estimation	19%	23%	33%	31%	26%	52%	-	-

Our UK emissions data now includes those associated with our Jersey and Guernsey activities which has resulted in restatements.



CORPORATE SCOPE 3 GHG EMISSIONS, TONNES CO2E	2024	2023	2022	% CHANGE VS 2023	% CHANGE VS 2022
Purchased goods and services	15,175	16,730	15,549	-9%	-2%
Capital Goods	462	1,251	1,310	-63%	-65%
Fuel and energy related activities	368	467	598	-21%	-39%
Waste	3	35	41	-91%	-93%
Water	15	18	25	-17%	-40%
Business Travel	3,061	4,335	3,038	-29%	1%
Employee Commuting	9,847	9,594	9,303	3%	6%
Total scope 3	28,931	32,429	29,864	-11%	-3%

We report our GHG emissions using the revised edition of the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance, the GHG Protocol Corporate Value Chain (Scope 3) Standard and the UK Government Guidance on Streamlined Energy and Carbon Reporting (‘SECR’).



Glossary of terms

- 1. Carbon footprint:** A measure of greenhouse gases that are emitted by an organisation and their associated business practice. The footprint measures things such as travel, electricity consumption, waste management etc. and is reported as a single number measuring the combined equivalent value of GHGs emitted each year.
- 2. Greenhouse gases (GHGs):** A collective name for the group of gases that are emitted from the processes of non-renewable (carbon-based) energy such as oil, coal or petrol. GHGs are a group of gases including carbon dioxide (CO₂), nitrous oxide (N₂O) and methane (CH₄), so named for their significant contribution to the greenhouse gas effect (climate change). These are presented together as CO₂ equivalent (CO₂e).
- 3. Sustainable development goals:** A series of 17 interlinked global goals created by the United Nations in 2015. The goals act as a blueprint for a more sustainable future.
- 4. Green tariffs:** Green tariffs work by the supplier promising to match all or some of the electricity used with renewable energy, which it then feeds into the national grid.
- 5. Renewable Energy Guarantee of Origin:** A scheme which provides certificates called REGOs which demonstrate electricity has been generated from renewable sources.
- 6. Net zero carbon:** The process of reducing an organisation's annual emissions such that they are equivalent to 0 tonnes CO₂e. This process will often involve reducing emissions as much as possible and changing to renewable energy sources. However, where there are residual emissions which cannot be removed or reduced, these are often offset.



Savills UK sustainability targets

	OBJECTIVE	MEASURE	TARGET	TARGET YEAR
1	Purchase 100% green energy for our own office space by 2026.	% green supplies	100%	2026
2	Work with our clients to provide renewable energy advisory, including increasing renewable energy capacity in the grid (annually).	Energy generation (MW)	Increase	Annual
3	Achieve net zero carbon (scopes 1 & 2) by 2030 via our commitment to the WGBC Net Zero Buildings Commitment) and support our SBTi- aligned decarbonisation targets (covering scopes 1, 2 and 3) by 2040.	Net emissions, tCO2e	Zero	2030 (scope 1 & 2) 2040 (scope 3)
4	Advise our clients on strategies and mechanisms by which they can reduce their carbon emissions (annually).	Net zero clients	Number	Annual
5	Track waste production and set a tonnes per employee target for waste by 2025. Set a waste target for our office fit outs by 2025.	Target	Target set	2025
6	Measure and benchmark water usage by 2024.	Target Set	Target	2024
7	Reduce printing by 5% year-on-year from 2023.	Sheets printed	-5%	Annual
8	75% of our managers having attended managers mental health training (2026).	% trained	75	2026
9	Maintain an Employee Assistance Programme, rated as ‘Excellent’ by our employees (annually.).	% green supplies	100%	2026



10	Working towards the population at Savills reflecting the working population of the UK.	Demographic data	-	2026
11	Disability Confident level 3 by 2026.	Level	3	2026
12	Completion of D&I training for 100% of managers and mutual mentoring for all UK Board and ExCo by 2026.	% trained	100%	2026
13	Increase engagement with our supply chain with focus on increasing purchases from social enterprises by 2026.	Number of social enterprises	Increase	2026
14	Maintain accredited Living Wage Employer status (annually).	Accreditation		Annual
15	Support education opportunities with schools, colleges and universities, with the aim to reach over 2500 students per year to educate and inspire on careers in real estate (annually).	Students supported	2500	Annual
16	Maintain over 200 Apprentices across the business (annually).	Number of apprentices	200	Annual
17	ESG training programme to continue to evolve to meet client and business needs (annually).	Training Programmes	Increase	Annual
18	All employees to donate at least 2 working hours per year to either volunteering, fundraising or pro bono work (annually). This target excludes staff based on client sites.	Number of hours	11,330	2024
19	Aim to deliver 300 hours of pro bono work per year.	Number of hours	300	Annual
20	Partner with an environmentally-focused charity that works towards maintaining or increasing biodiversity (annually).	Partnership	1	Annual
21	Maintain and continually improve the ISO 14001 Environmental Management System for Savills- certified offices and departments (annually).	Number certified	Increase	Annual



